

## Appendix H

# THE MARKS OF FAITHFUL AND EFFECTIVE AUTHORIZED MINISTERS SELF ASSESSMENT

Date completed: \_\_\_\_\_ Name \_\_\_\_\_

1 = Not at all; Have never encountered

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### **EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE**

\_\_\_\_\_ **Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship**

- Understands and articulates the cost and joy of discipleship
- Invites others into a life of discipleship through evangelism, preaching, teaching, and witness
- Leads others to grow in a life of discipleship

\_\_\_\_\_ **Praying actively and nurturing spiritual practices**

- Demonstrates familiarity with various forms of prayer and spiritual practices
- Prays in a number of contexts and/or cultures, both individually and communally
- Walks with others as they discern their prayer style(s) and shape their prayer lives
- Exhibits a personal life of prayer

\_\_\_\_\_ **Being called to Authorized Ministry by God and the Church**

- Demonstrates understanding of and commitment to what it means to be authorized in and on behalf of the whole UCC
- Identifies and nurtures gifts in self and others
- Affirms the ministry of all the baptized while articulating a theology of Authorized Ministry
- Cultivates a culture of call for lay and Authorized Ministries in one's community of faith

\_\_\_\_\_ **Continuing discernment of one's call in community**

- Demonstrates familiarity with and appreciation for a variety of methods of discernment
- Practices discernment in a variety of settings
- Displays an openness to God's transforming action in one's life and recognizes the ongoing evolution of a personal sense of call
- Leads others in discernment, within diverse cultural norms and traditions

\_\_\_\_\_ **Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith**

- Demonstrates familiarity with liturgical practices across a variety of cultures
- Uses silence, language, art, music, ritual, and symbols in crafting meaningful liturgies that are respectful of cultures and peoples, and which lead to spiritual transformation
- Connects creativity and the creative arts to an understanding of being made in the image of God the Creator in theology and practice

\_\_\_\_\_ **Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship**

- Understands the value of ongoing spiritual nurture and development as an Authorized Minister of the United Church of Christ
- Practices a variety of spiritual disciplines on a regular basis
- Encourages and nurtures others in spiritual formation and faith development over the lifespan
- Recognizes and resources constituents who have multiple or no religious affiliations

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**NURTURING UCC IDENTITY**

\_\_\_\_\_ **Acknowledging Jesus Christ as the sole Head of the Church**

- Orders one's life and ministry in relation to Jesus Christ's role as sole head of the church
- Is faithful to Christ's presence and mission in the world
- Articulates an understanding of the Church that is faithful to God's mission in the world and open to the guidance of the Holy Spirit, both as the Church has been and is becoming
- Teaches others the implications of Christ's role as head of the Church

\_\_\_\_\_ **Communicating passion for the oneness of the body of Christ (John 17:21)**

- Describes, appreciates and participates in the ecumenical relationships of the United Church of Christ
- Welcomes and affirms diverse voices within the UCC, including those with whom the individual disagrees or has no experience
- Leads others in ministries that cross boundaries of difference
- Has a heart for UCC values of "Open and Affirming," intercultural and multiracial, and "Accessible to All"

\_\_\_\_\_ **Holding active membership in a local church of the United Church of Christ**

- Maintains a covenantal relationship, as a baptized disciple of Christ, with a particular local congregation of the United Church of Christ
- Exercises leadership in the local and wider church, in a variety of traditional and emerging settings
- Mentors others in their relationship with the local church
- Represents the United Church of Christ as the denomination of one's heart in its local expression

\_\_\_\_\_ **Participating in the various settings of the United Church of Christ, including local churches, associations, conferences, general synod, and global ministries**

- Understands the covenantal relationship of each setting of the United Church of Christ (local, association, conference, and national)
- Ministers in and appreciates the various settings of the United Church of Christ
- Teaches others how the various settings of the church relate to one another covenantally
- Encourages participation in and financial support of the wider church

\_\_\_\_\_ **Knowing and appreciating UCC history, polity, and theology.**

- Articulates the diverse histories that comprise the UCC, both in its formation and ongoing development
- Places one's own journey of faith within these contexts
- Describes and appreciates the structure and governance of the United Church of Christ
- Teaches others about the history, polity, theology and witness through the ages of the UCC

\_\_\_\_\_ **Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives**

- Understands the core values of the United Church of Christ
- Incorporates these values into one's ministry
- Leads others in the goals of the United Church of Christ: bold, public voice; welcoming, reachable congregations; engaged discipleship; and excellent, diverse leaders

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**BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS**

\_\_\_\_\_ **Empowering the Church faithful to God’s call, reflective of Christ’s mission, and open to the surprises of the Holy Spirit**

- Takes initiative in leading
- Leads by framing a vision in community
- Motivates others to test and share in a vision and to work toward its realization
- Demonstrates flexibility and a spirit of discernment

\_\_\_\_\_ **Strategically creating the future of God’s church**

- Exercises effective and adaptive leadership
- Models interdependence
- Assesses needs; plans, implements and evaluates ministries to meet identified needs; and continues to improve the future of those ministries

\_\_\_\_\_ **Witnessing in the public square to God’s redeeming power**

- Responds to local and global events and provides prophetic leadership in effecting systemic change
- Speaks truthfully to and about systems of oppressions and interpersonal behaviors of bias
- Accesses and promotes use of resources on social justice and advocacy

\_\_\_\_\_ **Performing necessary and appropriate administrative tasks**

- Manages professional and supervisory relationships equitably
- Demonstrates personal and organizational financial literacy
- Delegates and lifts up the gifts of others
- Learns new skills as needed in ministerial roles (e.g. technological)

\_\_\_\_\_ **Working collaboratively with intercultural awareness and sensitivity**

- Understands power dynamics and dominant privilege
- Appreciates the gifts of diverse persons, and works cooperatively across cultures and generations
- Practices humility; asks for and extends forgiveness when mistakes are made

\_\_\_\_\_ **Encouraging leadership development of self and others through continuing education and lifelong learning**

- Commits to lifelong learning
- Demonstrates a commitment to ongoing discernment about one’s call to ministry
- Trains members of teams, boards and committees
- Transitions well from one ministry setting to another, including retirement from active ministry

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**ENGAGING SACRED STORIES AND TRADITIONS**

\_\_\_\_\_ **Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament**

- Understands the historical development of the Bible, including the social, economic, and political contexts out of which biblical literature grew
- Leads Bible studies informed by scholarly methods of Biblical interpretation
- Reads the Bible prayerfully
- Uses appropriate interpretive lenses, including those that bend toward love, compassion, and justice

\_\_\_\_\_ **Maturing in effective proclamation and preaching**

- Relates the social, economic, and political contexts of biblical literature to current issues and contexts
- Crafts and delivers sermons toward individual and communal transformation grounded in sacred stories and traditions
- Fosters appreciation for diverse ways of understanding the sacred texts and for diverse styles of preaching
- Discerns and articulates, theologically, one's own sacred story

\_\_\_\_\_ **Understanding the history of the Christian church, from biblical times forward**

- Demonstrates knowledge of the development of Christianity through the ages and relates it to current and emerging realities of the Church Universal and its local contexts
- Traces the development of Christianity globally, with sensitivity to colonial and post-colonial implications
- Locates the history and heritage of one's constituencies within the broader scope of the historical development of global Christianity
- Demonstrates an understanding of the dynamic history of new expressions of the Church

\_\_\_\_\_ **Bringing life to the sacred stories and traditions in worship, proclamation and witness**

- Affirms diverse practices in worship, proclamation and witness, and incorporates them into worship planning appropriately
- Allows the Holy Spirit to move within the worship experience
- Appreciates the role of music and the arts in worship

\_\_\_\_\_ **Leading faith formation effectively across generations**

- Demonstrates knowledge of current best practices in faith formation and implements them for particular contexts
- Understands generational cohorts and generational differences
- Forms and empowers faith leaders of all generations

\_\_\_\_\_ **Holding the Holy with integrity especially as represented in the Sacraments**

- Affirms the two sacraments of baptism and holy communion as described in the Preamble of the UCC Constitution
- Presides over the sacraments meaningfully and with integrity
- Teaches and preaches on the historical, biblical, ecumenical, and personal significance of the sacraments in particular contexts and settings
- Distinguishes between sacraments and other rites of the church (such as funerals and weddings) and follows civil laws when representing both church and state

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**CARING FOR ALL CREATION**

- \_\_\_\_\_ **Nurturing care and compassion for all God’s creation**
- Employs appropriate relational skills
  - Demonstrates emotional intelligence of oneself and in interactions with others
  - Expresses and helps others understand the notion of interdependence among all God’s creation
  - Relates care for self and others to care for the earth
- \_\_\_\_\_ **Maintaining a basic understanding of mental health and wellness**
- Distinguishes “normal” from “pathological” behavior, and knows one’s own limits as a provider of pastoral care
  - Identifies and uses community resources for one’s own personal and professional wellness.
  - Refers constituents to community mental health resources as needed
  - Accompanies individuals, families, and communities through periods of mental illness and recovery, or chronic mental illness, with appropriate spiritual support
- \_\_\_\_\_ **Practicing self-care and life balance**
- Leads by example and through active teaching how to live responsibly in relation to self, family, church, community, and the environment
  - Takes time away from work in order to play
  - Develops relationships outside of one’s ministry setting
- \_\_\_\_\_ **Providing hope and healing to a hurting world**
- Prays with and for those in need, and provides spiritual counsel appropriately
  - Plans and leads services of lament, healing and hope
  - Enacts the rites of the church with integrity and sensitivity to particular cultural contexts
  - Embodies hope and healing in the Member in Discernments of struggle
- \_\_\_\_\_ **Attending to one’s own spiritual and pastoral care, including engagement in supervision as appropriate**
- participates in ministerial oversight, pastoral relations and evaluation congruent with one’s setting and within the UCC covenants of mutual accountability
  - Is cognizant of and practices appropriate personal boundaries
  - Participates in spiritual direction, communities of practice, counseling, or other practices of growth and accountability
- \_\_\_\_\_ **Stewarding the resources of the Church**
- helps the church plan faithfully for stewardship
  - understand and oversees annual audits and monthly reporting of all finances
  - helps others learn how they can use their gifts, talents, and skills for the building up of the Body of Christ

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**PARTICIPATING IN THEOLOGICAL PRAXIS**

\_\_\_\_\_ **Practicing theological reflection and engagement as part of one's sense of ministerial identity**

- Thinks theologically and acts in ways consistent with one's theological commitments
- Reads and critically evaluates theological texts, informed by a variety of Christian traditions
- Thinks theologically about contemporary issues related to the United Church of Christ's mission, and helps others do the same
- Reflects theologically on experience, opens oneself to new insights, and acts in new ways fueled by those theological insights

\_\_\_\_\_ **Integrating theological reflection in teaching, preaching, and ecclesial and community leadership**

- Teaches others to reflect theologically
- Helps constituents bring their theological commitments to bear on significant life decisions
- Identifies and interprets theological implications of social discourse, public policy, and community engagement

\_\_\_\_\_ **Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry**

- Recognizes Jesus as the Sole Head of the Church
- Relates one's theology of ministry to the UCC's understanding of the priesthood of all believers and the nature of Authorized Ministry
- Integrates one's theology of ministry with the UCC's covenants of mutual accountability
- Demonstrates an appreciation for the formal ecumenical relationships in which the UCC participates
- Respects and encourages ecumenical and interfaith dialogue and activity, especially around issues of common concern within one's community

\_\_\_\_\_ **Experiencing and appreciating a variety of theological perspectives**

- Demonstrates knowledge of and appreciation for theological perspectives other than one's own
- Assists others to appreciate theological perspectives reflected in the diverse communities that comprise the United Church of Christ
- Understands the variety of theological perspectives in the broader culture, and engages respectfully and boldly in public theological discourse

\_\_\_\_\_ **Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the UCC**

- Understands the history of the global community of United and Uniting Churches and the place of the UCC within it
- Demonstrates appreciation for the formal ecumenical relationships in which the UCC participates
- Respects and encourages ecumenical and interfaith dialogue and activity, especially around issues of common concern within one's community
- Relates to constituents and their families/communities who experience multiple religious belongings

\_\_\_\_\_ **Embodying the United Church of Christ Ministerial Code of Ethics**

- Understands and incorporates of the Code of Ethics into one's personal and professional life

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**WORKING TOGETHER FOR JUSTICE AND MERCY**

\_\_\_\_\_ **Drawing on the ministry of Jesus Christ to confront injustice and oppression**

- Preaches and teaches effectively about social, economic, and environmental justice as an essential part of the gospel of Jesus Christ
- Serves as an educator, advocate and community organizer in an area of social justice work
- Works effectively for justice with ecumenical and interfaith partners and with people of no faith
- Analyzes systems and works for systemic change

\_\_\_\_\_ **Practicing the radical hospitality of God**

- Practices ministry within one's own culture with awareness and appreciation of the multi-cultural gifts of the UCC and Church Universal
- Understands and commits to minister in ways that are accessible to all
- Practices forgiveness and reconciliation, and works toward restorative justice
- Reaches across cultures with mutuality for the sake of the Gospel

\_\_\_\_\_ **Identifying and working to overcome explicit and implicit bias in the life of the Church**

- Reflects self-critically on one's social location and areas of privilege
- Helps others learn and practice intercultural competencies
- Understands the impact of racism, sexism, classism, hetero- and cis-normativity, ableism, cultural imperialism, and other forms of oppression on the church and the world, and engages in sacred conversations about these topics

\_\_\_\_\_ **Engaging in mission and outreach**

- Articulates a theology of mission consistent with critical presence, mutuality, community, justice, and peace
- Accesses resources provided by the United Church of Christ for education, advocacy and empowerment, and promoting their use among constituents and the local church
- Encourages others to support and participate in the wider church, including global and domestic ministry partnerships

\_\_\_\_\_ **Building relationships of mutual trust and interdependence**

- Seeks out and uses tools to understand and provide leadership in relating a ministry to its constituents and geographic context
- Navigates organizations and community systems effectively and with integrity
- Builds relationships of mutual trust and collaboration
- Solves complex problems and practices conflict transformation

\_\_\_\_\_ **Understanding community context and navigating change with a community**

- Seeks out and uses tools to understand and provide leadership in relating a ministry to its constituents and geographic context
- Navigates organizations and community systems effectively
- Builds relationships of mutual trust and collaboration
- Solves complex problems and practices conflict transformation

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**STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS**

\_\_\_\_\_ **Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences**

- Identifies one's strengths and weaknesses, functions within one's limits, and seeks the appropriate support of others in enhancing emotional maturity
- Identifies one's own implicit biases that impact interactions with others and works to overcome those biases

\_\_\_\_\_ **Living in relationships of covenantal accountability with God and the Church**

- Articulates a theology and spirituality of covenant
- Lives covenantally among one's constituents or local church
- Teaches or mentors others in relationships of covenantal accountability with God, each other, and various settings of the church
- Participates in covenantal relationships with the wider church, such as the association, conference, and national setting of the UCC

\_\_\_\_\_ **Exhibiting strong moral character and personal integrity**

- Demonstrates a commitment to spiritual, physical, emotional, and financial wellness sufficient for healthy ministry
- Supports moral and ethical development through teaching, preaching, counseling, and engagement with the world, informed by Christian scriptures and traditions
- Demonstrates knowledge and observance of personal and professional boundaries

\_\_\_\_\_ **Respecting the dignity of all God's people**

- Provides pastoral care as needed to all, regardless of creed, race, gender identity, sexual orientation, physical and mental abilities, class, or theological perspective
- Respects others across differences, interacts with others in ways that affirm their sense of dignity (individually and as members of particular communities), and helps others do the same

\_\_\_\_\_ **Understanding and ministering to stages of human development across the life span**

- Demonstrates a healthy understanding of the dynamics of childhood and adolescence, marriage and singleness, parenting and caregiving, death and trauma, grief and recovery
- Walks as a spiritual companion with individuals, families and communities as they journey through life milestones, joy, grief, and healing
- Provides sound spiritual counsel to those facing life transitions and the end of life, and to those making difficult decisions around major life events

\_\_\_\_\_ **Demonstrating excellent communication skills**

- Communicates respectfully and effectively in diverse settings
- Uses social media effectively and appropriately
- Engages in "holy listening and speaking" and keeps appropriate confidences
- Engages productively in public discourse

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